



Operations & Regulatory Community of Practice

Kathleen Perales

July 2008

Operations.usace.army.mil

CorpsLakes.usace.army.mil

www.CorpsLakes.us



How do CoPs make you feel?



CoPs

- Help
- Are Good
- Provide security
- Protect us from the bad...



CoPs are the People

Community of Practice in the Corps

"is a group of people who regularly interact to collectively learn, solve problems, build skills and competencies, and develop best practices around a shared concern, goal, mission, set of problems, or work practice."



"Ideally, every USACE team member will be a member of at least one CoP"

ER – 25-1-8



The Gateway is the Place



Knowledge Management Principles

Integrating People, Programs, Policies and Practices

Multiple Frameworks and Approaches

<http://operations.usace.army.mil>

1. Execute Community Functional Responsibilities
2. Promote a Capable Workforce
3. Build & Maintain Relationships and Coalitions at all Levels
4. Promote Organizational Communication
5. Enhance Organizational Learning

- Communities of Practice
(Navigation, Hydropower, etc.)
- Community Elements
(People, Forums, Learning, etc.)
- Business Processes
(Human Resources, Finance, etc.)
- Populations Served
(Internal, External, Exportable)

OPS
Operations & Regulatory

<http://Operations.usace.army.mil>

Operations & Regulatory Gateway
US Army Corps of Engineers

Home Visitors People Forums Learning BMPs Tools News/Events Submit Search

Help * [Contact Us](#) * [FAQs](#)

Communities of Practice

- USACE CoPs
 - [Operations & Regulatory](#)
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 - [Hydropower](#)
 - [Inland Navigation Infrastructure](#)
 - [Natural Resources Management](#)
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 - [Operations Project Managers](#)
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Business Processes

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Operations & Regulatory Notes

Community of Practice Charter

Mission/Purpose: To ensure that Operations & Regulatory missions are served by competent and capable leaders who are effective at solving problems using teams, sharing knowledge, and developing people to safely & reliably operate & maintain infrastructure and administer the regulatory program.

Gerald Barnes, CoP Leader

- [How to Cite the Operations & Regulatory Gateway](#)

Scroll down

OPS
Operations & Regulatory

Sub-CoP Overviews

Operations & Regulatory Community Headlines

Operations & Regulatory New Postings, News, Calendar of Events for each

New Postings

- [11/08/05 - HQ-MSC Operations Chiefs Meeting](#)
- [05/18/05 - FY07 O&M Budget Guidance Summary](#)
- [05/11/05 - 2005 May Operations Project Manager Seminar](#)

Important News Items

- [05/18/05 FY07 O&M Budget Guidance Summary](#)
- [03/05/05 ASCE - Corps Library/District Offer Until 31 March](#)

Upcoming Events

Hydropower

New Postings

- [06/21/05 - August 2005 Hydropower Strategic Planning Workshop](#)
- [09/01/04 - Hydropower Strategic Workshop Presentations](#)
- [08/31/04 - Hydropower Strategic Workshop Notes](#)

Important News Items

- [03/01/06 John Etzel Selected as Product Coordination Branch Chief, Hydroelectric Design Center](#)
- [10/11/05 Hydroelectric Design Center Reorganization](#)
- [05/17/05 Press Release, FPC Rest Performers and EUCO benchmarking status](#)

Upcoming Events

- [September 26 - 28, 2006 3rd International Symposium on Integrated Water Resources Management](#)

Inland Navigation Infrastructure

New Postings

- [03/09/05 - Inland Navigation](#)

Important News Items

Upcoming Events

Internet



Operations Leadership

- Mike Ensich, Chief of Operations –Community of Practice Leader
 - (Vacant) Representative to the Corporate Community of Practice
- The Sub-Communities and Interest Areas are:
- Coulombe, Mary, Chief, Natural Resources Management NRM)
 - Austin, Stephen B HQ ; Park Rangers
 - Persio, Pep HQ ; Recreation
 - Stokes, Debra J HQ : Partnerships
 - White, Denise Y HQ ; Environmental Stewardship
 - Vacant, Environmental Compliance
 - Pope, Greg SWF; Operations Project Managers
 - Fuller, William W SAM; Safety
 - Walker, James HQ; Navigation
 - Sadiki, Kamau HQ; Hydropower
 - Vacant, Regulatory (Jon Soderburg)
 - Whittington, Susan S SAD; Budget
 - Willis, Robert M LRDOR; Inland Navigation Infrastructure
 - Wilson, Joseph R HQ ; Threatened, Endangered & Invasive Species
 - Cofrancesco, AL ERDC; Invasive Species

and CoPs



Practitioner - Citizen – Management

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Practitioner -

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- Standing Committees
- Program Areas
- Building Blocks of the Business Line



SmartBook
Points of Contact

Partnerships

NRM SmartBook - Points of Contact

Select a Topic Area ▼

Select by Office ▼ Search Go!

• E-mail: [All](#) | [PDT](#) | [District & Division Only](#)

[Instructions](#) • [Print Friendly Version](#)

✉ Untitled - Message (Rich Text)

File Edit View Insert Format Tools Actions Help


To: [Lagore, Dave JLR](#); [Hosey, Michael L III SAW](#); [Otto, Richard J MVP](#); [Bauer, Carolyn J LRN](#); [Boque, Larry E SWD](#); [Brown, Cori A NAB02](#); [Brown, Karl B SWG](#); [Burke, Catalano, Frank E MVS](#); [Clevenstone, Susan J MVR](#); [Daw, Kenneth SAM](#); [Dixon, \(Chip\) Larry E SAS](#); [Drumm, James F NAP](#); [Dunwoody, Donald R NWD02](#); [Ecker, B](#); [Gallagher, Christianne J SPN](#); [Phil L Hixon@nrmw01.usace.army.mil](#); [Keshlear, Brad J SAD](#); [Lee, Michael T POD](#); [Loesch, Michael A LRDOB](#); [Miller, Gregory A NWM](#); [Noel, Beverly J SPA](#); [Pickard, Scott W LRB](#); [Pinto, Cynthia J SPA](#); [Richter, Laveran B MVR](#); [Russi, Jill T SPK](#); [Star, Franklin E MVP](#); [Stokes, Debra J HQ02](#); [Stout, M](#)

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Visit our family of sites:
The Corps Lakes Gateway: www.CorpsLakes.us
The Natural Resources Management Gateway: <http://CorpsLakes.usace.army.mil>
The Operations & Regulatory Gateway: <http://Operations.usace.army.mil>

Ability to Email:
ALL
PDT
District & Division Only
By PROGRAM AREA



NRM Network

NRM Network Questions & Answers

Name:

Office Symbol:

E-mail:

Question:

NRMNet Questions & Answers

The following information was provided by NRM team members in response to an informal call to share their experience on a variety of topics. This information generally reflects a local or regional policy perspective and experience. It has not been reviewed or approved by headquarters, and does not reflect national policy. It is designed to provide a communication thread across the agency. Vendors or products described do not constitute an endorsement of the product, but simply reflect field experience. Contact your District POC for clarification of related local policies prior to implementation. Seek local assistance to ensure competitiveness in contracting and program execution.

Select a Category

Search

Geese and Other Pest Control

29 August 2005

Q: I am requesting information from any Corps project that has solutions to control swallows and other birds that present a nuisance inside dry dock storage at concessions or other buildings. I am familiar with the needed federal and state permitting process, but would be looking for deterrents to the birds.

A: 09/20/05 - We had a swallow problem at our boat dock and resolved most of it by enclosing the exposed beams, that the birds were nesting on, with a flat ceiling. We did it during the winter when the birds were gone. Also check out this site for other options. <http://birdgone.com>

A: 09/6/05 - My experience has shown that exclusion from the area is your best option



Human Resources

Help * [Contact Us](#) * [FAQs](#)

Communities of Practice

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- [Program & Data Services](#)

Human Resources

- [Directorate of Human Resources](#)
- [US Army Civilian Personnel On Line](#)
- [USACE - Working for Us](#)
- [Natural Resources Career Development](#)
- Resume Builders
 - [How to Apply](#)
 - [Army Job Application Kit](#)
 - [Civilian Personnel On-Line \(CPOL\) RESUMIX](#)
 - [Office of Personnel Management Resume Builder](#)
- [National Security Personnel System \(NSPS\)](#)
 - [General Information](#)
 - [Southwestern Division](#)
- Job Announcements
 - [Civilian Personnel On-line \(CPOL\)](#)
 - [Office of Personnel Management - USA Jobs](#)
 - [Natural Resources Management](#)
- Thinking about Retirement?
 - [Army Benefits Center](#)
 - [Retirement Information](#)
 - Retirement Planning e-newsletter is available free by first completing the [online form](#) for a free on-

Tools

- [Army CPOL Library](#)
- [CPOL Employee Portal](#)
- [CPOL Tools](#)
- [FASCLASS](#)
- [MODERN DCPDS](#)
 - [Desk Guide](#)

Resources

- [Army Benefits Center](#)
- [Competitive Sourcing](#)
- [My Pay](#)
- [National Security Personnel System](#)
- Salaries & Wages
 - [GS Schedule](#)
 - [Wage Grade](#)
- [Thrift Savings Plan](#)



Best Practices

[Home](#)
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[HQ: HQUSACE](#)
[Adm: Administration](#)
[Cor: Committees](#)
[Cor: Communication & Marketing](#)
[Fac: Facility & Land Use Management](#)
[Fin: Financial Management](#)
[Hum: Human Resources](#)
[O&M: O&M Plans](#)
[Pec: People](#)
[Pol: Policy & Procedures](#)
[Pro: Programs & Partnerships](#)
[Rel: Related Sites](#)
[Res: Research & Development](#)
[Saf: Safety, Security & Risk Mgmt](#)

Good Enough to Share

[Click for Disclaimer](#)

- [Submit a Good Enough to Share](#)
- [Partners in Action - Success Stories](#)
- Economy Act Agreement - Forest Health. Agreement between the U.S. Army Corps of Engineers, Portland District and the USDA Forest Service, Rogue River National Forest, Prospect Ranger District
 - [Cover letter to Prospect Ranger District requesting review and signature of Task Order 2003-01.](#)
 - [Task Order 2003-01 for Forest Health Evaluation.](#)
 - [Determination and Findings Approval Form for Economy Act Agreements](#) (provides verification and approval of legal authority to enter into agreement).
 - [Cover letter to Prospect Ranger District requesting review and signature of Economy Act Agreement.](#)
 - [Economy Act Agreement.](#)
- Cooperative Agreement - Forest Work Camp Services. Agreement between the U.S. Army Corps of Engineers, Portland District and the Lane County Sheriff's Office, Adult Corrections Division.
 - [Cover letter to Lane County Sheriff's Office requesting review and signature of Task Order 2002-1.](#)
 - [Task Order 2002-1 for Vegetation Management Tasks.](#)
 - [Determination and Findings Approval Form for Cooperative Agreements](#) (provides verification and approval of legal authority to enter into agreement).
 - [Cooperative Agreement.](#)
 - [Cooperative Agreement Amendment](#) - continuation of agreement.

- Sample Letters
- Approval Forms
- Sample Agreements
- How To



Budget Systems

Rec-BEST

RECreation Budget Evaluation SysTem

Rec-BEST Simulation

- [Changes to Recreation Budget Development for FY 07](#)
- [Rec-BEST, the Online Tool](#)
- [Budget EC Annex VI, Recreation](#)
- [Rec-BEST Chf Notes](#)
- [Rec-BEST User's Guide](#)
- [Rec-BEST FAQ's](#)
- [Rec-BEST Web C](#)
- [Rec-BEST Techn](#)

[Budget Sub](#)

[E-S Best Options](#)

- [Main Menu](#)

[Select a New](#)
(If the project is

E-S BEST

Environment-Stewardship Budget Evaluation SysTem

E-S BEST Log In Simulation

E-S BEST Overview

The purpose of E-S BEST is to connect Environment-Stewardship (E-S) business line budget packa program performance. E-S BEST is a web-based tool developed for field use in calculating Environ performance measure outputs for O&M activities. The system is implemented in four stages.

STAGE 1. In the first stage, budget developers will describe current conditions of project natural and Budget developers will build budget packages in the following three stages. There are up to six packa stages 1 and 2, and up to 10 packages in stage 3. Each package will be aimed to provide outputs to performance measure which reflects the primary reason why the budget package is justified and the c anticipated from the work. There are six performance measures included for the FY08 budget devel

Budget Programs For the Corps And Simulations For the Public



Benchmarking

Submitted Comment Card Surveys

Comment Options

• [Main Menu](#)

Recreation Areas

• [2004-2005](#)

• [2005-2006](#)

• [2006-2007](#)

Visitor Centers

• [Coming Soon](#)

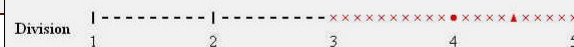
Camping Survey

Suitability of park facilities for my recreational equipment and activities



Project Mean: 4.0

FORT WORTH District: Mean: 4.6 Minimum: 4.0 Maximum: 5.0



Project Mean: 4.0

SOUTHWESTERN DIVISION: Mean: 4.5 Minimum: 3.0 Maximum: 5.0



Partner Information

Partners in Action - Success Stories

Partnerships



Cooperation Gets it Done

Lake: [Lake Shelbyville, IL](#)

Partners: [USACE](#); [Illinois Department of Natural Resources](#); [Southwestern Illinois Resource Conservation and Development, Inc.](#); Stakeholders of Kaskaskia Watershed

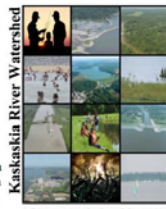
Partnership Type: Association/Partnership, KWA Stakeholders, Federal, State and Local Governments

Corps POC: Robert Wilkins, Project Manager
Cariyle Lake/Kaskaskia Navigation Project;
Andrea Lewis, Project Manager Lake Shelbyville

Story: Kaskaskia Watershed Association, Inc. (KWA) started meeting together in 1996 and incorporated and received their not-for-profit status in 2002. Their goal is to develop, enhance, and protect the economic and socio-ecological values of the natural resources within the Kaskaskia watershed. Four major areas form the KWA from the headwaters of the Kaskaskia River at Champaign to the confluence of the Mississippi River. The watershed itself is very diverse but the stakeholder's goals are the same: recreation, flood damage



Kaskaskia Watershed Association, Inc. Summit 2003



Kaskaskia River Watershed
An Ecosystem Approach to Issues & Opportunities

- Database of on-the-ground partnerships
- Template format
- Online submission
- Links to Partners
- Integrated into public recreation pages

- Trip Planning
- Corporate Branding
- Marketing



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NRRS-
Rec.gov

Concessions

Lake Level

- Lake website
- Lake information
- Concessionaires
- State information
- Local communities
- Local media

Chambers of
Commerce

Lake Pages

- Link to Partners in Action
- Volunteer clearinghouse
- Consistent facility information from the Operations & Maintenance Business Information Links (OMBIL)

Partners in Action

- Complete Listing
- Central Illinois Mountain Bicycling Association
- Coast Guard Auxiliary
- Illinois Department of Natural Resources
- Navy Reserve Mobile Construction Battalion 26/ Detachment 1326
- Shelby County Community Services Corporate Board

Recreation.gov

- Shelbyville Lake

Value to the Nation

- Lake Fast Facts

Volunteers

- Corps Clearinghouse
- Volunteer.gov

Symbol Key

- Click here

rural visitors each August. This National Register eligible site is an important part of local history. Living history tours give today's visitors a glimpse of what life was like a century ago.

Recreation areas 1 - 10 of 30 at Shelbyville Lake

Recreation Area	Camping	Boat Ramps	Marina	Picnic	Playground	Swimming Area	Trails
Administration							
Camp Canfield Eco							
Coon Creek	\$	E	X			X	B
Dam East							
Dam West	\$		X			X	B
Eagle Creek State Park							
F.W. "Bo" Wood	\$	E	X			X	
Findlay Marina							
Kaskaskia Biological Research Station							
Kaskaskia Wildlife Management Area							

See Print Friendly Version for complete listing.

Camping
E Electric Campsites
P Primitive Campsites

Swimming
B Beach
P Swimming Pool

"Be a Teacher Now"

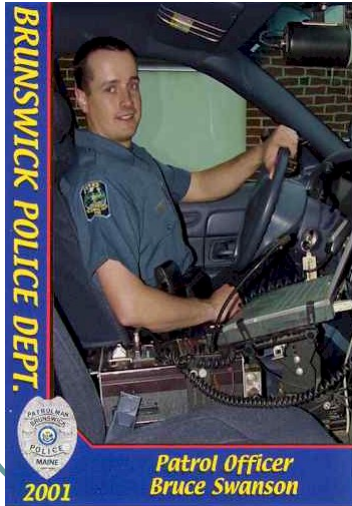


- Superior Performance
- Set the Standard for your Profession
 - SIS, SIW*
- Distinct Positive Impact on our Nation
- Built it to Last

SIS – Steal Ideas Shamelessly, SIW – Share Information Willingly



Choose your view...



In charge...
Or
At large...



Natural Resources Management Gateway

NRM Gateway Principles

1. Make it all about the Community of Practice.
2. Initially focus on the innovators.
3. Create events that make sharing a fun way to learn together.
4. Keep it simple... and real.
5. Be a marketplace for ideas.
6. Serve as a leadership tool.
7. Be a part of the daily routine.
8. Continuously reinvent and improve.
9. Create "once in a career" experiences.
10. Be an integral part of the Community we serve.



NRM Gateway Team - January 2003

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Content Development Workshops

Subject Matter Experts...
the way we get
information and the way
we maintain it.



Management

- Campground management
- Watershed management
- Forest management
- Fisheries management

Lake
Discovery





Gateway Communities

- Operations.usace.army.mil
- CorpsLakes.usace.army.mil
- CW-Environment.usace.army.mil
- www.CorpsLakes.us